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5 JUN 1963

MEMORANDUM FOR: Director of Personnel

SUBJECT : Experimental Officer Efficiency Reporting System


REFERENCE : Memorandum dated 3 May 1963, from Commanding General,  
U.S. Army Ordnance Center and School, to writer

1. Among my fellow students at the Army Command Management Orientation Course recently attended by me at Fort Belvoir was the author of reference who presented to the class, as an extra curricular activity, an explanation of an experimental officer efficiency reporting system which is described in the attachment to reference. Insofar as the writer is concerned, the described system is particularly unique in that it provides a method for rating the raters and for developing an adjustment factor to apply to individual officer ratings to compensate for the effect of "high" or "low" raters.

2. It is my understanding that analyses of fitness reports prepared under current Agency procedures indicate that, on the whole, the tendency of Agency rating and reviewing officials is, on the average, to rate employees as "P"-proficient, instead of "A"-adequate, even though the explanation of "A" states that "Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence." It is possible, of course, that the general run of Agency employees are better than merely "adequate" and that the average rating of "P" does not demonstrate that raters and reviewers are prone to "over-rate" their personnel.

3. For what it is worth to you, however, reference is transmitted for your general information and consideration as to whether some adaptation therefrom for Agency purposes would be useful.

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Chief, Technical Accounting Staff